

2022-2023 Local School Plan for Improvement (LSPI)

School: Alcova ES Principal: Brenda Anderson

Accountability and flexibility are hallmarks of Gwinnett County Public Schools' success. Key to that success is ensuring that each school community understands the progress being made by its schools, as well as what plans will drive improvement. Each school creates a collaborative Local School Plan for Improvement (LSPI) to increase student achievement results, with targeted goals based on the four strategic priorities within the district's [Blueprint for the Future](#): **Empathy, Equity, Effectiveness, and Excellence**. All schools across the district will focus on goals **2A- Multi-tiered Systems of Support and 2B- Opportunity and Access**. However, schools are required to select one goal from each of the other strategic priorities for the 2022-2023 school year. LSPI goals are dynamic, like our schools, and are updated to reflect changes that occur in schools. Multiple data points are used to determine areas needing improvement and to identify specific, measurable, annual objectives. Key Performance Indicators (KPIs) are the way we will measure success for each goal. Schools then determine how to use research-based strategies to achieve these goals, using flexibility as needed. The LSPI development process involves teachers, parents, students, and community members, so the entire school community has the opportunity to be involved in conversations about school improvement.

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)
Empathy 1B: Staff and student wellbeing	Alcova ES is working to build an atmosphere conducive to teaching and learning through the implementation of Social Emotional Learning and Restorative Practices, with an emphasis on student	<u>Student</u> <ol style="list-style-type: none"> 1. Increased SEL Advisement through Morning Circles each day 2. Restorative Practice Opportunities 3. Boys with Purpose 4. Falcon Buddy (Mentor) 	Increase Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STUDENT survey items: <ul style="list-style-type: none"> • I enjoy coming to school Baseline: 28.8% 2023 Target: 30% • Students are respectful of others at this school Baseline: 15.1%

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	<p>and staff well-being, self-care, and physical and mental health.</p>	<p>5. Falcon Focus Students of the Month</p> <p>6. "Check In/Check/Out" with identified students as part of Multi-Tiered System of Supports with Behavior Specialist</p> <p>7. Targeted conflict resolution, problem solving, decision making, and communication sessions with Counselors assigned as part of our Multi-Tiered System of Supports</p> <p>Staff</p> <p>8. Prioritizing Adult Social Emotional Learning through school-based professional development</p>	<p>2023 Target: 22.1%</p> <ul style="list-style-type: none"> • There's at least one adult in this school I can talk to if I have a problem Baseline: 63% 2023 Target: : 65% • If I want to talk with my teacher, they are available to me Baseline: 41% 2023 Target: 43% <p>Staff</p> <p>1. Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STAFF survey items:</p> <ul style="list-style-type: none"> • I receive training on instruction to support social-emotional learning. Baseline: 67% 2023 Target: 69.6% • There is a willingness to

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		9. Monthly wellness activities by the Counseling Department 10. Weekly Staff Wellness Activities 11. Wellness Room to support the need for calming, reflective time 12. Quarterly scheduled chats with staff for what's working and what's not	address conflict in this school Baseline: 42% 2023 Target: 44% <ul style="list-style-type: none"> • When there is a problem in the school, we talk about how to solve it Baseline: 47% 2023 Target: 49% • Our staff believes all students can meet state standards Baseline: 73% 2023 Target: 75.1%
Equity 2A: Multi-tiered system of supports	Alcova ES and all of GCPS will implement a comprehensive framework to fully operationalize a multi-tiered system of supports to address	1. Universal Screeners in LA and Math given three times per year 2. Student Wellness Screener given three times per year.	Decrease in the % of students in student groups achieving beginning on Milestones; 100% of students will move at least one performance band (i.e. Beg. to Dev./Dev. To Proficient/Pro. To Distinguished)

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	academic and non-academic student needs and remove barriers to success.	<ol style="list-style-type: none"> 3. Targeted Tier 1, 2, and 3 interventions developed by the MTSS Team based on screener data. 4. Dedicated 30 minute intervention block built into each child's day. 5. RTI Coordinator to support students multi-tiered academic and non-academic needs 6. PBIS Coach available to provide interventions, feedback, or conduct restorative small groups. 7. Additional Counselors to provide more Lessons/Small Groups based on Wellness Screeners. 	<table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 35%; text-align: center;">Baseline</th> <th style="width: 35%; text-align: center;">2023 Target</th> </tr> </thead> <tbody> <tr> <td>3rd LA</td> <td style="text-align: center;">39.6%</td> <td style="text-align: center;">41%</td> </tr> <tr> <td>3rd MA</td> <td style="text-align: center;">40.4%</td> <td style="text-align: center;">42%</td> </tr> <tr> <td>4th LA</td> <td style="text-align: center;">42.2%</td> <td style="text-align: center;">44%</td> </tr> <tr> <td>4th MA</td> <td style="text-align: center;">43.8%</td> <td style="text-align: center;">45%</td> </tr> <tr> <td>5th LA</td> <td style="text-align: center;">48.5%</td> <td style="text-align: center;">50%</td> </tr> <tr> <td>5th MA</td> <td style="text-align: center;">38.6%</td> <td style="text-align: center;">40%</td> </tr> <tr> <td>5th Sci</td> <td style="text-align: center;">47.9%</td> <td style="text-align: center;">50%</td> </tr> </tbody> </table> <p>Increase Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STAFF and STUDENT survey items:</p> <ul style="list-style-type: none"> ● Struggling students receive 		Baseline	2023 Target	3rd LA	39.6%	41%	3rd MA	40.4%	42%	4th LA	42.2%	44%	4th MA	43.8%	45%	5th LA	48.5%	50%	5th MA	38.6%	40%	5th Sci	47.9%	50%
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		<ol style="list-style-type: none"> 8. Behavioral Specialist to assist with restorative practices. 9. Extended Learning Time- SpEd and students in <=10% percentile 	<p>early intervention and remediation to acquire skills Baseline: 52% 2023 Target: 54%</p> <ul style="list-style-type: none"> ● My teacher helps me learn by challenging me with interesting activities in class Baseline: 39% 2023 Target: 41% <ol style="list-style-type: none"> 1. # of students supported at Tier 2 or 3 through screeners <ul style="list-style-type: none"> ● Baseline: established in SY2023
Equity 2B: Opportunity and access	Alcova and all of GCPS will expand student opportunities to engage in and have access to high quality, rigorous and culturally relevant curriculum, advanced	<ol style="list-style-type: none"> 1. Play 2 Learn opportunities for families with children ages 0-5. 2. Right at School After School Program available to all families 3. Alcova Parent Teacher Collaboration 	<ol style="list-style-type: none"> 1. Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STUDENT survey items: <ol style="list-style-type: none"> a. All students have opportunities to choose more challenging work. Baseline: 31% 2023 Target: 34.1% b. Adults in my school help me

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	coursework and enrichment activities.	<p>Night(Curriculum and Family Engagement)</p> <p>4. Ongoing Cultural Awareness Activities -Hispanic Heritage Month Contest, African American Research, International Night</p> <p>5. Classroom/School Instructional Resources: process to ensure diverse representation in materials (piloting EL Education K-5)</p> <p>6. Professional Learning on Cultural Competency</p> <p>7. Increase of Colleges and Careers highlighted from various backgrounds throughout the year.</p>	<p>plan and set goals for my future</p> <p>Baseline: 41% 2023 Target: 43%</p> <p>c. In class we work with other students</p> <p>Baseline: 27.2% 2023 Target: 29%</p> <p>d. Student success is celebrated in this school.</p> <p>Baseline: 39% 2023 Target: 42.3%</p>

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<p>Effectiveness 3A: Results-Based Evaluation System</p>	<p>Alcova will implement a Redesign Results-Based Evaluation System (RBES) by redefining the inputs, behaviors, and outcomes that determine the standards for student success.</p>	<ol style="list-style-type: none"> 1. Coaching cycles 2. Feedback Meetings after observations (per semester) 3. Weekly walkthroughs conducted by admin 4. Instructional Expectations 	<p>Percentage of students improving on district Milestones benchmark between 1st and 2nd semester</p> <p>Baseline established SY2023</p> <ul style="list-style-type: none"> ● Percentage of students scoring Proficient/Distinguished on GMAS <table border="1" style="width: 100%; margin-top: 10px; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;"></th> <th style="width: 20%; text-align: center;">Baseline</th> <th style="width: 20%; text-align: center;">2023 Target</th> </tr> </thead> <tbody> <tr> <td>3rd LA</td> <td style="text-align: center;">39.6%</td> <td style="text-align: center;">41%</td> </tr> <tr> <td>3rd MA</td> <td style="text-align: center;">40.4%</td> <td style="text-align: center;">42%</td> </tr> <tr> <td>4th LA</td> <td style="text-align: center;">42.2%</td> <td style="text-align: center;">44%</td> </tr> <tr> <td>4th MA</td> <td style="text-align: center;">43.8%</td> <td style="text-align: center;">45%</td> </tr> <tr> <td>5th LA</td> <td style="text-align: center;">48.5%</td> <td style="text-align: center;">50%</td> </tr> </tbody> </table>		Baseline	2023 Target	3rd LA	39.6%	41%	3rd MA	40.4%	42%	4th LA	42.2%	44%	4th MA	43.8%	45%	5th LA	48.5%	50%
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Excellence 4C: World-class communications and engagement	Alcova will demonstrate world-class communication and engagement through modeling the value GCPS leadership places on	<ol style="list-style-type: none"> 1. Family Engagement Activities <ol style="list-style-type: none"> a. Parent Workshops b. Parent Volunteers 2. Weekly progress reports 	<p>% of students that have documented parent contacts in Synergy</p> <p>ESS Family Satisfaction Rating</p> <ul style="list-style-type: none"> ● I am informed about progress 						

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	transparent, two-way communication to build stakeholder trust and confidence.	<ol style="list-style-type: none"> 3. Weekly Friday Folders sent home with information, graded assignments, etc. 4. Parent Teacher Conferences 5. Parent Newsletter 6. Flyers/Handouts in multiple languages represented at AES 7. Social Media continuously Updated with highlights 8. Website continuously updated with information 9. Staff Communication delivered in a weekly newsletter, monthly during grade level meetings, and monthly staff meetings 	<p>toward the improvement goals of this school</p> <ul style="list-style-type: none"> ○ Baseline: 75% ○ 2023 Target: 77% <ul style="list-style-type: none"> ● This school tells me how I can help my student with homework <ul style="list-style-type: none"> ○ Baseline: 76% ○ 2023 Target: 78% <p>ESS Staff Satisfaction Rating</p> <ul style="list-style-type: none"> ● When there is a problem in my school, we talk about how to solve it <ul style="list-style-type: none"> ○ Baseline: 33% ○ 2023 Target: 35%